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WP2: ANALYSIS OF QUALIFICATION FRAMEWORKS RESEARCH METODOLOGY



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1. Introduction

This document provides information about the planned research activities, i.e. detailed information about conceptual and methodological approach, description of methods, description of research procedure, analysis framework and description of approaches in stakeholders' analysis. Additionally, information obtained in the performed analysis is provided in the Report on Analysis of Qualification Frameworks.

All the described activities should be contextualized in the scope of the **WP2: analysis of qualification frameworks**. General objectives of activities of this WP are to ensure the conceptual and methodological foundation of ImproVET project activities, and to provide basis for a research of the state-of-art of national qualification framework (NQF).

Key objectives of overall WP2 activities are the following:

- Provide a short overview of qualification frameworks and qualification development in Croatia and Slovenia (brief presentation and comparison)
- Analysis of the current situation in education, training and employment for engineering technicians in both countries

All the project team members are expected to participate in WP2 activities, with P3 providing methodological and conceptual guidance. The procedure of activities will include three connected parts. In the first part P3 will conduct a desk research of relevant legal and strategic documents, published papers, etc. This part will include active collaboration and participation of all the partners, who will share information, practices and their experience and expertise related to the national qualifications' framework. In the second part, P3 will conduct several interviews (in person and via e-mail) with key stakeholders (i.e. representatives from VET sector, industry representatives - employers, and experts from academic setting) in Croatia and Slovenia. Project partners will actively be included in the research and assisted in reaching the key stakeholders. Both parts will be targeted to general aims, whereby the analysis of the current situation in education, training and employment for engineering technicians in both participating countries will be conducted as an important outcome. The WP activities will be finished with a report (Report on Analysis of Qualification Frameworks), in which an overview of conducted research activities, stakeholders' analysis, and conclusions will be provided.

2. Qualification frameworks as a context for research activities

The starting point for the realization of all project activities will be a comprehensive analysis of qualifications frameworks, which will include the basic information on the concept of qualifications framework, an overview of the qualifications framework development in Croatia, Slovenia and the European context, an overview of the current state, an analysis of mutual coherence and comparability of national qualifications frameworks, as well as comparability with European and other national experiences, and a detailed analysis of some of the challenges in the context of activities realized within qualifications frameworks, as in relation to it. Our starting point will be basic available information on the history and current state of the qualification's frameworks.

3. Conceptual and methodological approach

For the purpose of overall WP2 goals, a number of particular activities will be considered and designed, that are methodologically oriented to respond to the overall project objectives. In accordance with the existing methodological requirements, in the first step the principles for the conceptualization of the methodological approach will be designed and considered.

The methodological approach to the realization of the necessary research activities will include a number of activities for which a suitable and appropriate research method will be chosen. The activities will be grouped according to their basic aims:

- a) Conceptual analysis of national qualifications frameworks in terms of theoretical outcomes and approaches to the conceptualization of fundamental constructs related to the distinction of occupations and jobs, key tasks, competences, knowledge and skills. Within this analysis, it will be necessary to carry out the analysis of taxonomy and classifications of fundamental constructs;
- b) Comparative analysis of conceptualization within the CROQF and SQF in the context of existing activities regulated by European guidelines and experiences (within ESCO, as well as other guidelines related to the field of occupational standards and qualification standards);
- c) Comparative analysis of operational approaches, forms and ways of defining and operationalizing the key constructs that are present in the nomenclature of the CROQF and SQF;
- d) Process analysis of methodological and organizational approaches and procedures as well as direct ways of organizing and carrying out activities of gathering the necessary information related to occupational standards and qualification standards
- e) Methodological and organizational analysis of approaches, procedures and ways of organizing and implementing the outcomes of activities related to the development of occupational standards and qualification standards, including activities related to official registration in the respective registers.

Realization of all the planned activities will completely fulfil the planned outcomes related to the content and goals of WP2. In the methodological sense, they can be grouped into two groups of activities. The first one relates to desk research, and the second to field research. Activities related to field research will be achieved through the collection, analysis and appropriate interpretation of the information that will be gathered from the immediate stakeholders in the activities related to the qualification frameworks. For the purpose of implementing this activity, a method of structured survey and interview method with the SWOT analysis elements will be used.

4. Research methods and research procedure

We will briefly describe the research methods and procedures that will be used. As indicated, the main methodological approaches can be described as a desk research, complemented with field research which will include structured interviews with stakeholders and survey with elements of SWOT analysis.

Desk research method will be aimed at answering aims that refer to the conceptual analysis of qualifications framework, their theoretical foundation, origin, constructs and nomenclatures of constructs, and on considering their comparability in the context of the existing European guidelines. Realization of this step will include analysis of numerous documents (e.g. different laws, bylaws, strategies, tools, guidelines etc.). This analysis will be focused primarily on cataloguing the used constructs, description of qualifications frameworks structures, the review and comparison of possible theoretical taxonomies, and the description and comparative analysis of the methods of organizing the system of collecting, analysing and presenting outcomes of conducted activities related to the development of occupational standards.

Fieldwork will include guided surveying and interviews with key stakeholders regarding the implementation of activities in the area of reviewing occupations and qualifications, development of occupational standards and qualifications standards. After the interviews, SWOT analysis will be conducted with the aim to identify, based on facts, weaknesses of past activities on one hand, and on the other hand to consider the challenges and identify opportunities that are available, so that the overall activities in occupational standards development could be brought to a higher level.

As participants and co-speakers that can provide the necessary information for the surveys and interviews, stakeholders that have experience in activities related to occupational standards development will be selected. Selection of participants will be done in a way to cover both the normative and implementation area, which will be ensured by participation of the representatives of the ministries and the agencies. It is also necessary to consider activities from the perspective of beneficiaries and directly involved stakeholders, which will be ensured through the participation of representatives of school institutions, chamber of economy and chambers of trades and crafts.

The survey will be administered in written form to all the selected stakeholders, which they will fulfil on their own. In the second step, structured interviews with all the stakeholders will be conducted. Interviews will be conducted promptly after the surveys, face-to-face. In the guided surveying and interviews, the following thematic areas and questions within them will be considered:

Questionnaire about qualification frameworks

I: Normative frame and normative organisation of planned activities

- How are activities regarding standards of occupation and qualification standards normatively regulated in your country (e.g. what laws, regulations, and/or guidelines exist)?
- What challenges and difficulties do you recognize in the normative regulation of activities around standards of occupation and qualification standards?
- Do you think there are some ambiguities in the normative organization of activities around the standards of occupation and qualification standards?
- Do you think that something needs to be changed in the normative arrangement of activities around the standards of occupation and qualification standards?

II: Conceptualization of fundamental constructs related to key tasks, knowledge, skills and competences

- What are the key elements used in the development of occupational standards in your country?
- What is the theoretical basis of key constructs, their classifications and types? (Note: When discussing the answer, consider the constructs of key jobs, different types and categories of knowledge, skills and competences, psychomotor requirements, and so on)
- What is the applicability of the used key constructs and their classifications regarding different occupations, sectors and especially in the context of the development standards of occupation and qualification standards?

III: The role, place and compatibility of national qualification framework with existing European guidelines

- In what way and to what extent does the existing qualification framework in your country comply with the existing European guidelines?
- Is there a need, willingness, and awareness in your country about the alignment of national activities with European activities?

IV: Method of organization and implementation of activities related to the development of occupational standards and qualification standards

- In the process of developing occupational standards in your country, what are all the sources of information that are being used, how is information gathered, and who and in what way is involved in this process?
- How is the whole process of developing occupational standards in your country organized, from start to finish?
- To what extent can the existing process of developing occupational standards ensure the comparability of outcomes (sectoral, cross-sectoral, national, international) in your country?
- How is the time perspective in the development of occupational standards and possibility of applying the process to new situations and new occupations ensured in your country?
- How is the process of evaluating occupational standards organized in your country, from start to finish?

- What are the overall strengths, opportunities, weaknesses and threats that are associated with the existing process of developing standards of occupation in your country?
- What are the overall strengths, opportunities, weaknesses and threats that are associated with the existing process of evaluating standards of occupation in your country?

V: The role of individual bodies, organizations and partners in the development of occupational standards and qualification standards

- How is the cooperation of individual bodies, organizations and partners in the activities regarding the development of standards of occupation and qualification standards ensured in your country?
- What is the role of individual bodies, organizations and partners in activities related to the development of qualification standards in your country?
- What challenges and threats arise in the existing mode of cooperation between stakeholders and what are the possibilities of improving this cooperation?

5. Research analysis and concluding remarks

An analysis of the gathered information will be conducted, which will include the systematization of information collected through desk research (e.g. normative framework, available publications, scientific reports, review studies). In the second part, a qualitative analysis of the information gathered through surveys and structured interviews will be conducted. In this part, focus will be on the elements of the SWOT analysis matrix: identifying the existing state in terms of advantages and disadvantages, and projections of the future state in terms of opportunities and threats.

This report will present an overview and insights in the qualifications frameworks of two countries and will provide information about state-of-art in the process of occupational and qualifications standards development. Based on the planned activities, the WP2 report will present a solid basis for next project activities, with summarizing the appropriateness of the choices and the possible limitations of activities.

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ANKETA

O kvalifikacijskim okvirima (WP2)

Uvod

Ključni cilj WP2 dijela projekta je: a) napraviti pregled kvalifikacijskog okvira i razvoja kvalifikacija u Hrvatskoj i Sloveniji (usporedba) i b) analizirati trenutnu situaciju u obrazovanju, profesionalnom usavršavanju i zaposlenju za strojarske tehničare u obje zemlje.

U ostvarenju ovog cilja planirano je terensko istraživanje koje uključuje vođeno anketiranje i razgovore s ključnim akterima vezanim uz provedbu aktivnosti u području izrade standarda zanimanja i standarda kvalifikacija. Temeljem obavljenih razgovora i prikupljenih informacija provest će se prilagođena SWOT analiza, kako bi se prepoznale snage i slabosti dosadašnjih aktivnosti te razmotrile prijetnje i prilike koje su na raspolaganju kako bi se ukupne aktivnosti izrade standarda zanimanja podigle na višu razinu.

Smjernice dobivene ovim istraživanjem pomoći će suradničkim organizacijama usmjeriti se na identificirane potencijalne snage i slabosti. Anketa će biti popraćena sastankom na kojem će se detaljnije raspraviti o potencijalnim prijetnjama.

Analiza prikupljenih podataka i odgovora proizvesti će bazu ključnih informacija vezanih uz kvalifikacijske okvire te će pružiti različite dokaze temeljene na uvidima stručnjaka o mogućim načinima da se trenutno stanje poboljša.

Molim Vas popunite Anketu. Pri popunjavanju uz opće odgovore, osvrnite se specifično i na zanimanje „strojarski tehničar“. Po povratku ispunjene Ankete kroz razgovor koji će uslijediti razmotrit ćemo specifično pojedine elemente.

Zahvaljujemo na Vašoj suradnji!

prof. dr. sc. Josip Burušić
doc. dr. sc. Marija Šakić Velić
Mirta Blažev, mag.psych.

(P3) Institut društvenih znanosti IVO PILAR – WP2. Istraživački tim

Zemlja:	
Organizacija:	
Ime i prezime:	
Funkcija u organizaciji:	
Datum:	

A) NORMATIVNI OKVIR I NORMATIVNO ORGANIZIRANJE PREDVIĐENIH AKTIVNOSTI

1. Na koji su način u Vašoj zemlji normativno uređene aktivnosti oko standarda zanimanja i standarda kvalifikacija (npr. koji zakoni, pravilnici i/ili smjernice postoje)?

2. Koje izazove i poteškoće prepoznajete u normativnom uređenju aktivnosti oko standarda zanimanja i standarda kvalifikacija?

3. Smatrate li da postoje neke nedorečenosti u normativnom uređenju aktivnosti oko standarda zanimanja i standarda kvalifikacija?

4. Smatrate li da je nešto potrebno mijenjati u normativnom uređenju aktivnosti oko standarda zanimanja i standarda kvalifikacija?

B) KONCEPTUALIZACIJA TEMELJNIH KONSTRUKATA KOJI SE ODOSE NA KLJUČNE POSLOVE, ZNANJA, VJEŠTINE I KOMPETENCIJE

5. Koji se ključni konstrukti koriste u izradi standarda zanimanja u Vašoj zemlji?

6. Kakvo je teorijsko uporište ključnih konstrukata, njihovih klasifikacija i podjela? (*Napomena: prilikom odgovora razmotriti konstrukte ključnih poslova; različitih vrsta i kategorija znanja, vještina i kompetencija; psihomotoričkih zahtjeva i slično*)

7. Kakva je primjenjivost korištenih ključnih konstrukata i njihovih klasifikacija u slučaju različitih zanimanja, sektora te posebice u kontekstu mogućnosti izrade standarda zanimanja i standarda kvalifikacija?

C) ULOGA, MJESTO I USKLAĐENOST NACIONALNIH KVALIFIKACIJSKIH OKVIRA S POSTOJEĆIM EUROPSKIM SMJERNICAMA

8. Na koji je način i u kojoj mjeri postojeći kvalifikacijski okvir u Vašoj zemlji usklađen s postojećim europskim smjernicama?
9. Postoji li u Vašoj zemlji potreba, spremnost i svijest o usklađivanju nacionalnih aktivnosti s europskim aktivnostima?

D) NAČIN ORGANIZACIJE I PROVOĐENJA AKTIVNOSTI VEZANIH UZ IZRADE STANDARDA ZANIMANJA I STANDARDE KVALIFIKACIJA

10. Koji se sve izvori informacija koriste, kako se prikupljaju informacije te tko sve i na koji način sudjeluje u procesu izrade standarda zanimanja u Vašoj zemlji?
11. Na koji je način u Vašoj zemlji organiziran cjelokupni postupak izrade standarda zanimanja od početka do kraja?
12. U kojoj mjeri postojeći postupak izrade standarda zanimanja u Vašoj zemlji omogućuje usporedivost ishoda (sektorsku, međusektorsku, nacionalnu, međunarodnu)?

13. Na koji je način u Vašoj zemlji osigurana vremenska perspektiva u izradi standarda zanimanja i mogućnost primjene postupka na nove situacije i nova zanimanja?

14. Na koji način je u Vašoj zemlji organiziran postupak vrednovanja standarda zanimanja od početka do kraja?

15. Koje su u Vašoj zemlji ukupne prednosti, prilike, slabosti i prijetnje koje se vezuju uz postojeći postupak izrade standarda zanimanja?

16. Koje su u Vašoj zemlji ukupne prednosti, prilike, slabosti i prijetnje koje se vezuju uz postojeći postupak vrednovanja standarda zanimanja?

E) ULOGA POJEDINIH TIJELA, ORGANIZACIJA I PARTNERA U AKTIVNOSTIMA IZRADA STANDARDE ZANIMANJA I STANDARDE KVALIFIKACIJA

17. Na koji je način u Vašoj zemlji osigurana suradnja pojedinih tijela, organizacija i partnera u aktivnostima izrade standarda zanimanja i standarda kvalifikacija?

18. Koja je uloga pojedinih tijela, organizacija i partnera u aktivnostima oko izrade standarda kvalifikacija u Vašoj zemlji?

19. Koji se izazovi i prijetnje pojavljuju u postojećem načinu suradnje i koje su mogućnosti poboljšanja suradnje?